



McCARTHY MENTORING



NEW SOUTH WALES
BAR ASSOCIATION

2016 NSW BAR ASSOCIATION MENTORING PROGRAM

MENTEE Q&A – SONIA TAME

1. **What did you hope to get out of the mentoring program?** A few tips and insights into practice at the Bar
2. **Has the mentoring relationship met your expectations so far?** Yes definitely
3. **What aspects have been most valuable to date?** Helping me set goals for the next 12 months based on things I really care about (both work and non-work), and working out a plan to achieve them.
4. **Was your mentor a good match?** Yes, Lachlan has been great. Generous with his insights and tips, down-to-earth, encouraging and not judgmental.
5. **How has it helped your practice so far?** I think it's helped me to be more resilient, see a wider (and wiser) perspective, and reflect on things I'm doing well and things I could do better – all of which has helped my practice.
6. **Is there a key learning you have applied?** Lachlan has given me a number of ideas for developing my practice and improving my skills which I'm planning to work on next year.
7. **Would you recommend the NSW Bar Association Mentoring Program? Why?** Yes. The Bar can be a weird and wonderful place to come into – if somewhat daunting on occasion. Colleagues in chambers, tutors and mates at the Bar are critical to helping you deal with some of the day-to-day stuff, manage the highs and lows, and maintain a sense of humour. Mentoring helps with some of that but is different because its focus is on longer term goals and the development of your practice. Having a senior practitioner with a bit of distance being willing to offer you guidance and to assist you to focus and reflect on those things is a tremendous support.
8. **What is your advice to junior barristers considering getting a mentor?** It's a terrific program and I'd encourage everyone who can to do it. From my experience, it's all upside.

MENTOR Q&A – LACHLAN GYLES

1. **What do you enjoy most about being a mentor?** It was nice to have the opportunity to help Sonia out during her 2nd year at the Bar, at the end of her reading year, with her practice in the development phase – and to be able to pass on some basic things which I have learnt over the years. It was also good to see Sonia grow in confidence as the year went on.
2. **How do you think you have assisted Sonia as her mentor?** Goal setting and practice management, things like taking any opportunity to get into Court (paid or unpaid) and expanding her practice areas, as well as getting proper accounting and financial advice early on.
3. **Was it a good match?** Yes, Sonia was always enthusiastic and friendly when we met, open to new ideas and thoughtful in her goal setting.
4. **What do you see as the benefits of the mentoring for Sonia?** Having someone not on her floor, and not her tutor, who could give her some new ideas, and answer any simple questions in a non-judgemental way.
5. **What do you see as the benefits of mentoring for the profession?** It is beneficial for both the mentor and the mentee to get to know each other in a collegiate environment, but without the responsibilities or time of a Tutor/Pupil relationship.
6. **What is your advice for future mentors?** Take the opportunity to do it, as it will be a rewarding experience. Helping others is never a bad thing, and the role is not onerous in any respect.